

COUNCIL COMING ATTRACTIONS



Week of April 24, 2017

Compensation and Benefits, Collective Bargaining Agreements, and Bethesda Downtown Sector Plan



Council Coming Attractions is a summary of some of the issues before the Council. All Council staff reports and additional information on each item scheduled for Council or Committee review can be viewed at: <http://www.montgomerycountymd.gov/COUNCIL/ondemand/index.html>.

Also the Council meeting schedule may change from time to time. The current Council and Committee agendas can also be viewed at: <http://www.montgomerycountymd.gov/COUNCIL/ondemand/index.html>.

- On April 25 the Council session will begin at 9:30 a.m. Two proclamation presentations are scheduled:
 - Council President Berliner will recognize the 90th anniversary of the Bethesda Fire Department.
 - Councilmembers Navarro and Floreen will recognize Rachel and Michael Parsons for winning the World Junior Title in Ice Dance.

COUNCIL

- Resolution to approve minor amendments to the Office of Zoning and Administrative Hearings' rules of Procedure for Zoning, Conditional Use, and Board of Appeals Referral Cases
The Council is scheduled to vote on a resolution to approve minor amendments to the Office of Zoning and Administrative Hearings' (OZAH) Rules of Procedure. The staff report can be viewed at: http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5021&meta_id=135487.

On Feb. 7, the Council enacted Ordinance 18-25, which approved Zoning Text Amendment 16-16. The Ordinance changed the notification procedures governing conditional uses. The proposed amendments to OZAH's Rules of Procedure are intended to conform to the requirements of Ordinance 18-25. In addition to technical changes, amendments are proposed to do the following:

- Change Rule 7 to employ the modified language of a Zoning Ordinance notice provision.
- Modify Rule 7 (b) to require that notice of conditional use decisions be sent to the Planning Board, the Department of Permitting Services, and the Finance Department.
- Add Rule 27 to establish an administrative process to record, in OZAH's files, the transfer of a conditional use to a new holder or to add another conditional use holder to an approved conditional use.



Compensation and Benefits (all agencies)

The Council is scheduled to review and vote on compensation and benefits for all agencies in the FY18 operating budget. The Council will review issues in six areas: (1) budget and compensation context, (2) overview of FY18 agency requests (including salaries, retirement, and group insurance), (3) further analysis for County Government, (4) County Government compensation-related Non-Departmental Accounts (NDAs), (5) budgets for the County Government retirement plans and the Consolidated Retiree Health Benefits Trust, and (6) other compensation issues. The Council staff report, which includes extensive information on compensation and benefits, can be viewed at:

http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5021&meta_id=135490 .

The Government Operations and Fiscal Policy Committee reviewed these items on April 20 and unanimously recommends the following:

- **FY18 Group Insurance** (see pages 8-14 and 18-19)
 - ✓ Support the agencies' FY18 tax supported requests for active employee costs listed on page 8.
 - ✓ Support the agencies' FY18 tax supported pay-as-you-go requests for retired employee costs listed on page 9.
 - ✓ Continue to monitor the balances and projections for the agencies' group insurance funds listed on page 10.
 - ✓ Support the recommended FY18 projection for County Government's Employee Health Benefits Self Insurance Fund (\$243.6 million) displayed on ©49.
 - ✓ Support the agencies' FY18 requests for OPEB pre-funding listed on page 12. Since the fiscal implications of both OPEB pre-funding and retiree pay-as-you-go funding are large and growing, revisit OPEB issues for an in-depth review of the cost factors and long-term implications.
 - ✓ Recognize the efforts by MCPS in FY15-16 to move toward aligning the group insurance premium cost share for active employees with the cost share established by County Government. Encourage further efforts in this direction. The goal is to channel more tax dollars to initiatives that reduce class size and target the opportunity gap.
- **FY18 Allocations for Retirement** (see pages 6-7, 17-18, and 20-23)
 - ✓ Approve the recommended total FY18 County contributions of \$80.6 million for the ERS, \$20.4 million for the RSP, and \$5.1 million for the GRIP (tax supported and non-tax supported) listed on pages 17-18.
 - ✓ Approve the recommended FY18 administrative and operating budgets of the ERS, the RSP, the DCP, and the CRHBT listed on pages 21-22.
 - ✓ Continue to monitor the funded ratio of the agencies' pension funds listed on page 7.
 - ✓ Encourage MCPS to achieve savings in retirement costs, as set forth in OLO Memorandum Report 2016-5, *MCPS Local Pension Plan and Supplement*. As with the

cost of MCPs health benefits, the goal is to channel more tax dollars to initiatives that reduce class size and target the opportunity gap.

- **FY18 County Government Compensation-Related NDAs** (see pages 19-20 and ©50-54)
 - ✓ Support the funding requested for NDAs #1 (Compensation and Employee Benefits Adjustments); #2-4, which relate to OPEB pre-funding (see above); and #5-8 (Group Insurance for Retirees, Montgomery County Employee Retirement Plans, State Positions Supplement, and State Retirement Contribution).
- **Other Compensation Issues** (see pages 23-25)
 - ✓ Support the funding requests for the agencies' FY18 employee awards and tuition assistance as outlined on page 25.
- **FY18 Pay Adjustments** (see pages 4-6 and 14-17)
 - **County Government:**
 - ✓ For MCGEO bargaining units and non-represented employees, support funding for all pay elements, including a 2.0% general wage adjustment and, for eligible employees, a 3.5% service increment and longevity increase.
 - ✓ For the Police bargaining unit (FOP), support funding for all pay elements, including a 2.0% general wage adjustment and, for eligible employees, a 3.5% service increment and longevity increase.
 - ✓ For the Fire and Rescue bargaining unit (IAFF), support funding for all pay elements, including a 2.0% general wage adjustment and, for eligible employees, a 3.5% service increment and longevity increase.
 - ✓ Support the proposed FY18 County Government salary schedules listed on ©29-48.
 - **MCPs, Montgomery College, M-NCPPC, and WSSC:**
 - ✓ Support funding within the MCPs budget for the requested allocation for compensation.
 - ✓ Support funding within the College budget for the requested allocation for compensation.
 - ✓ Support funding within the M-NCPPC budget for the requested allocation for compensation. Make a final decision on M-NCPPC pay adjustments at the May 11 bi-county meeting with the Prince George's County Council.
 - ✓ Support funding within the WSSC budget for the requested allocation for compensation. Make a final decision on WSSC pay adjustments at the May 11 bi-county meeting with the Prince George's County Council.
- **New Salary Schedules for Non-Merit Employees in County Government** (see pages 25-26 and ©56-79)
 - ✓ Do not approve the proposed FY18 salary schedule for non-merit employees in the Executive Branch. Request the Executive to propose a revised schedule.
- **Government Operations and Fiscal Policy Committee Work Program**
 - ✓ Continue to review the long-term sustainability of all agency compensation and benefits costs in the context of continued slow revenue growth and the potential impact of fiscal decisions by the federal government.



Resolution to indicate the Council's intent to approve or reject the County government collective bargaining agreements with the Fraternal Order of Police (FOP), Lodge 35; the Municipal and County Government Employees Organization (MCGEO), Local 1994; and the Montgomery County Career Fire Fighters Association of the International Association of Fire Fighters (IAFF), Local 1664

The Council is scheduled to review and vote on the collective bargaining agreements with the Fraternal Order of Police (FOP), Lodge 35; the Municipal and County Government Employees Organization (MCGEO), Local 1994; and the Montgomery County Career Fire Fighters Association of the International Association of Fire Fighters (IAFF), Local 1664. The Government Operations and Fiscal Policy (GO) Committee reviewed these contracts on April 20 and unanimously recommends approval of each provision subject to Council approval except the group insurance cost share in each agreement.

The Council staff report, which includes a chart (circles 73-75) showing the provisions in each agreement that require Council approval for FY18, can be viewed at:

http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5021&meta_id=135492.

Under the County Employees Labor Relations Laws the Council must review any term or condition of each final collective bargaining agreement requiring an appropriation of funds or enactment, repeal, or modification of a county law or regulation. On or before May 1, unless the Council extends the deadline, the Council must indicate its intention to appropriate funds for or otherwise implement the agreement or its intent not to do so, and state its reasons for any intent to reject any part of an agreement.



Resolution to indicate Council's intent to approve or reject provisions of the Collective Bargaining Agreement with the Montgomery County Volunteer Fire and Rescue Association (MCVFRA)

The Council is scheduled to review and vote on the Collective Bargaining Agreement for the Montgomery County Volunteer Fire and Rescue Association (MCVFRA). On April 17 the Public Safety Committee reviewed MCVFRA's Collective Bargaining Agreement and unanimously recommends approval of all provisions subject to Council review including association operating funds, uniforms and equipment, nominal fee, volunteer basic orientation course, training, printing 75 agreements, and the LOSAP legislation in concept.

The Council staff report, with details on each recommendation, can be viewed at:

http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5021&meta_id=135498.

The current structure of the Montgomery County Fire and Rescue Association was established by Bill 36-03, which took effect on January 1, 2005. Bill 36-03 established a process for Local Fire and Rescue Departments (LFRD's) to select an authorized representative to represent their interests, and instituted a requirement that the Fire Chief must negotiate in good faith with the authorized representative on certain issues affecting LFRD's and their volunteers. The process was intended to be similar to collective bargaining with career employees.



Bethesda Downtown Sector Plan

The Council is scheduled to continue its review of the Bethesda Downtown Sector Plan, with worksessions scheduled at 10:15 a.m. and 2:15 p.m. The first of eight PHED Committee meetings on the Bethesda Downtown Sector Plan occurred on Jan. 23. All of the PHED Committee meetings can be viewed at:

http://www.montgomerycountymd.gov/COUNCIL/Master_Plans/index.html.

The April 18 Council worksessions on the Bethesda Downtown Sector Plan can be viewed at:

http://montgomerycountymd.granicus.com/MediaPlayer.php?view_id=136&clip_id=13108&meta_id=134885.

The Council staff reports for the Council worksession can be viewed at:

http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5021&meta_id=135500.

http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5021&meta_id=135502.

The Planning Board's July 2016 Draft Bethesda Downtown Sector Plan can be viewed at:

http://montgomeryplanning.org/wp-content/uploads/2016/12/BDP-Planning-Board-Draft_lowres2.pdf.

Downtown Bethesda is located along Wisconsin Ave. between Friendship Heights and the Capital Beltway, centered on the intersection of Wisconsin Ave., Old Georgetown Rd. and East-West Hwy. The Bethesda Downtown Plan retains the Plan Area boundary of the 1994 Bethesda Central Business District (CBD) Sector Plan, including the areas covered by both the 2006 Woodmont Triangle Amendment and the 2014 Planning Board Draft Bethesda Purple Line Station Minor Master Plan Amendment. The area covers approximately 451 acres and is bounded by the National Institutes of Health campus on the north; Tilbury St., Sleaford Rd., Cheltenham

Rd., Capital Crescent Trail, 46th St., and West Ave. on the east; Norwood Park and Nottingham Dr. on the south; and Arlington Rd. and Old Georgetown Rd. on the west.

Some of the goals of the proposed Plan include:

- Coordinating and aligning the Central Business District (CBD), Urban District (UD), and Parking Lot District (PLD) boundaries.
- Preserving and enhancing the community's existing affordable housing throughout the Sector Plan area by leveraging proximity to transit stations and supporting flexible zoning and density incentives and expanded economic programs.
- Making the increased provision for moderately priced dwelling units (MPDUs) from 12.5 percent to 15 percent a priority amenity in all optional method projects.
- Consolidating retail in appropriate places in the Sector Plan area through designated retail centers or nodes.
- Strengthening the centers of activity through economic, social, and environmental aspects of sustainability.
- Encouraging mixed-use development to allow development to adapt to market conditions.
- Creating new civic gathering spaces in the expanded centers of activity.

COMMITTEE



HHS Committee Meeting, April 24 at 9:30 a.m.

FY18 Operating Budget and CIP Amendments

Health and Human Services:

- Children, Youth, and Family Services
http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5711&meta_id=135477 .
- DHHS Special Needs Housing
http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5711&meta_id=135349 .
- Aging and Disability Services
http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5711&meta_id=135459 .



GO Committee Meeting, April 24 at 9:30 a.m.

FY18 Operating Budget and CIP Amendments

- County Executive
http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5717&meta_id=135332 .
- Inspector General
http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5717&meta_id=135334 .
- Office of Management and Budget
http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5717&meta_id=135337 .
- Office of Procurement
http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5717&meta_id=135417 .
- Office of Legislative Oversight and Independent Audit NDA
http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5717&meta_id=135341 .
- Council Office
http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5717&meta_id=135343 .
- NDA: Legislative Branch Communications Outreach
http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5717&meta_id=135345 .



PHED Committee Meeting, April 24 at 2 p.m.

FY18 Operating Budget and CIP Amendments

- MNCPPC (continued)
http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5718&meta_id=135414 .
- Department of Permitting Services
http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5718&meta_id=135355 .



**PS Committee Meeting, April 24 at 2 p.m.
FY18 Operating Budget and CIP Amendments**

- Corrections and Rehabilitation
http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5719&meta_id=135357 .
- Police Department
http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5719&meta_id=135359 .
- NDA: Prisoner Services
http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=136&event_id=5719&meta_id=135361 .

**THE STAFF REPORTS WILL BE AVAILABLE NEXT WEEK FOR THE
COMMITTEE MEETINGS BELOW**



**PHED Committee Meeting, April 26 at 9 a.m.
FY18 Operating Budget and CIP Amendments**

- NDA: Conference Center
- NDA: Conference and Visitor's Bureau
- NDA: WorkSource Montgomery
- NDA: MEDCO Grants for Business Innovation Network
- Office of Agriculture
- Bill 4-17, Economic Development Fund – Small Business Assistance Program
- Bill 8-17, Executive Branch – Business Services Center - Established
- Economic Development Fund
- NDA: Montgomery County Economic Development Corporation



Joint PHED and GO Committee Meeting, April 26 at 1:30 p.m.

- Supplemental appropriation and CIP amendment, DOT - \$30,147,000 for Wheaton Redevelopment Program



GO Committee Meeting, April 26 at 2:15 p.m.

- Expedited Bill 11-27, Retirement – Board of Investment Trustees – Consolidated Retiree Health Benefit Trust Board of Trustees – Powers and Duties – Montgomery County Group Trust

FY18 Operating Budget and CIP Amendments

- NDA: Charter Review Commission
- Merit System Protection Board
- Ethics Commission
- Intergovernmental Relations
- NDAs: County Associations, Public Technology, Inc., Council of Governments, and Boards, Committees, Commissions; Inauguration and Transition



**GO Committee Meeting, April 27 at 9:30 a.m.
FY18 Operating Budget and CIP Amendments**

- Office of Human Resources
- Community Engagement Cluster
- County Attorney
- Public Information Office
- MC 311



T&E Committee Meeting, April 27 at 9:30 a.m.

FY18 Operating Budget and CIP Amendments

Transportation:

- CIP: Transportation projects
- NDA: Snow Removal and Storm Cleanup
- FY18 Transportation Fees, Charges, and Fares
- Mass Transit Fund
- Parking Lot District Funds and associated CIP amendments



PS Committee Meeting, April 27 at 1 p.m.

FY18 Operating Budget and CIP Amendments

- Emergency Management and Homeland Security
- Liquor Control



HHS Committee Meeting, April 27 at 2 p.m.

- Supplemental appropriation – DHHS - \$1,981,923 for Ryan White B – Health Support Services

FY18 Operating Budget and CIP Amendments

Health and Human Services:

- Administration and Support (includes Minority Health Initiatives and VITA program)
- Behavioral Health and Crisis Services
- Public Health Services (except School Health)



Joint HHS and ED Committee Meeting, April 28 at 9:30 a.m.

FY18 Operating Budget and CIP Amendments

- Early Childhood Services, Infants and Toddlers, Child Care Subsidies, School Health Services, Linkages to Learning, High School Wellness Center, Public Private Partnerships, Children's Opportunity Fund, and the Kennedy Cluster Project (continued)



T&E Committee Meeting, April 28 at 1:30 p.m.

FY18 Operating Budget and CIP Amendments

- General Services: Fleet Management and NDA: Motor Pool Fund
- General Services: Facilities
- Utilities
- Rapid Transit System project - US 29 BRT (scheduled for 2:30 p.m.)